

KESTLY DEVELOPMENT
Developing Employees



Employee Retention Grand Rapids

Employee Retention and Engagement

We specialize in Applicant Tracking System, Improving Employee Engagement and Pre-Employment Assessment Test in Detroit, Grand Rapids and Lansing MI area.

Don't rely only on an impressive looking resume or "just a hunch" when it comes to hiring and keeping the vital staff your company needs to grow and prosper in today's marketplace. Know that Kestly Development gives you the validated programs that you can count on for solid information. We have clients in a wide range of industries like manufacturing, banks, healthcare, government, education, hospitality, customer service and call centers, transportation, service industries, and more. We're the leading national experts in employee retention and engagement that you can rely upon for all your strategic workforce planning.

From career profile assessments to online applicant tracking systems, WE can help you avoid the costly hiring mistakes that waste money and time. Our employee development plans, pre-employment testing software and career skills tests let you identify the applicants and staff who will add value to your company, not take away from what you've worked so hard to build. We give you the real feedback you can use to plan for the future of your business.

Profiles Managerial Fit

Profiles Managerial Fit™ is a manager assessment test which measures critical workplace compatibility factors between managers (executive, director, supervisor, team leader, etc.) and their employee(s) to determine managerial fit. Understanding the dynamics of the supervisor-subordinate relationship helps the manager work more effectively with each employee by recognizing where their perspectives are similar and where they differ. With this increased understanding, managers can easily identify areas they need to develop, go through appropriate manager training, and strive towards becoming a competent manager.

Purpose : Profiles Managerial Fit™ is used to provide insight into specific managerial compatibility between managers and their direct reports. It also provides specific steps to increase manager and employee productivity to endorse better workplace compatibility.

Types & Uses of Reports

Manager Report: Useful to the manager or organizational leaders. Presents management fit with existing or prospective employees.

Time to Take: 35 minutes

Administration: Online or pencil/paper

Results Turnaround: Immediate

Employee Background Checks

Employee Background Checks are a comprehensive pre-employment screening program that includes criminal history, credit reports, education verification, employment history verification and more. They are designed to work in tandem with the Profiles Step One Survey II® in order to provide you with a thorough background check for your prospective employees.



Purpose : The Profiles Employee Background Checks are used to recognize an employee's likeliness for theft, fraud, and substance abuse problems, and prevent loss of confidential information, trade secrets, and company data.

Types of Background Checks

- Consumer Credit Reports
- Criminal History Record
- Driver's History Report (DMV)
- Education Verification
- Foreign Nationals Terrorist Sanctions Search
- Employment History Verification
- Identity Verification Search
- Incarceration Records Search
- Military Service Verification
- Cursory Nationwide Criminal Index Database Search (CNID)

For more information please visit
<http://www.kestlydevelopment.com>